

## **UPDATE: PARTNERSHIP AGREEMENT AND THE KY PLAN FOR EQUAL OPPORTUNITIES**

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**Agenda Item C-5  
May 21, 2001**

Kentucky and its colleges are slowly moving toward achieving the commitments outlined in the Partnership Agreement with the U. S. Department of Education's Office for Civil Rights and The Kentucky Plan. The following summarizes recent activities.

### **Waiver Requests**

At its April 16 meeting, the Committee on Equal Opportunities voted to recommend to the Council on Postsecondary Education that the Morehead State University request for a qualitative waiver not be granted. The committee may reconsider the request at its August 20 meeting and has invited MoSU representatives to attend.

The committee strongly encouraged the university to implement its proposed actions and special programs of emphasis for academic units that need additional efforts to achieve the objectives (student retention, six-year graduation rate, enrollment of graduate students, and employment of faculty). If the university asks for reconsideration at the August meeting, it should be prepared to present clear and convincing data to show that performance is improving, especially on the five objectives that fell below expectations.

### **Partnership Agreement**

The agreement requires the council to provide reports on the progress of institutions to implement their commitments. The council staff has completed a second status report. The Commonwealth and the OCR monitor the results. The partnership will be effective until December 31, 2002. A summary of the second report follows.

- **Enhancement of Kentucky State University**

State funds were authorized to renovate Carver and Hathaway Halls. The university is coordinating the project planning, which is underway. At its September 2000 meeting the council approved Kentucky State's request to postpone the renovation of Young Hall dormitory. As part of its approval, the council agreed to monitor the living conditions of students in Young Hall. In February 2001, the students' living conditions in Young Hall were reviewed and found to be unchanged since September 2000, when the renovation was postponed. The university is continuing its communication and diversity training to narrow the division between minority and non-minority faculty and staff.

The council and the Strategic Committee on Postsecondary Education reviewed benchmark funding, agreeing to allow institutions to select up to five new benchmark institutions. Analysis by the council staff suggested that KSU is not disadvantaged by benchmark funding.

The KSU teacher education program received full accreditation from the Kentucky Education Professional Standards Board. All standards are fully met except two:

Standard II.C. Monitoring Progress and Advising Candidates. The unit systematically monitors and assesses the progress of candidates and ensures that they receive appropriate academic and professional advisement from admission through completion of their professional education program. *Review Team Decision*: Met with weakness. *Weakness Cited*: Assessment data are not consistently used to advise students and inform program improvement decisions. *KSU Rejoinder*: The unit respectfully disagrees with this assessment by the team.

Standard III.C. Professional Assignments of Faculty. The unit ensures that policies and assignments allow faculty to be involved effectively in teaching, scholarship, and service. *Review Team Decision*: Not met. *Weakness Cited*: Faculty teaching and advising assignments are excessive. *KSU Rejoinder*: The unit concurs that some faculty had teaching and advising assignments beyond the normal faculty load. However, there are justifications for the minimal number of deviations and the unit feels that the team may have missed, overlooked, or misinterpreted some of the evidence provided.

Compared with the performance of other Kentucky institutions, KSU students taking the most recent PRAXIS II teacher certification exam did not fare well. Only 20 of the 37 KSU students (54 percent) passed the exam. The next lowest was Alice Lloyd College with 26 of 32 or 81 percent passing.

The Agricultural Research, Extension, and Education Reform Act of 1998 (PL 105-185) directed that beginning with fiscal year 2000, federal formula funds provided to 1890 landgrant colleges and universities for cooperative agricultural research and extension programs would require a 30 percent non-federal match. The fiscal year 2001 match requirement increases to 45 percent and to 50 percent in fiscal year 2002. A new Section 1449 of the National Agricultural Research, Extension, and Teaching Policy Act requires matching funds from non-federal sources for formula funds authorized under sections 1444 and 1445 of NARETPA for research and extension activities at the 1890 land-grant institutions and Tuskegee University. A review of the state funding for agricultural cooperative extension and research programs is underway.

- **General Commitments of the Partnership Agreement**

1. Access and Equal Opportunity Programs. The council provides grants to support 20 programs for middle-school students. A statewide conference for participants of the Governor's Minority Student College Preparation Program will be June 13-14, 2001, at the University of Kentucky. The 14<sup>th</sup> Annual Academically Proficient African American High School Senior Conference will be hosted by the University of Louisville June 22-23. Kentucky's postsecondary institutions will participate in the 2001 Louisville Defender Minority Expo in Louisville, November 9-11. Recurring funds supported six scholars in the Southern Regional Education Board Compact for Faculty Diversity Program in fall 2000. The Commonwealth will support nine additional SREB scholars in fall 2001. Selection of new scholars will be complete by July.

2. **Strategies to Increase Student Retention and Graduation.** The University of Louisville's Pathways to Success Program is part of its enrollment management program to increase academic achievement of students admitted to the university. The program allows students to enroll at Jefferson Community College or Jefferson Technical College to eliminate academic deficiencies and eventually transfer to the University of Louisville. Twenty students participated in the Pathways program in fall 2000, and 51 are participating in spring 2001. Eighteen of the 20 Pathways students (90 percent) remained enrolled in spring 2001. UofL implemented a freshman summer transition program in fiscal year 2000; 44 students entered, with 39 students completing it. Thirty-four of the 39 summer transition program participants enrolled at UofL in the fall; 28 are still enrolled in spring 2001.
3. **Enrollment of African Americans in Professional and Graduate Schools.** Six of eight universities submitted updated reports that summarize programs and activities to increase African American enrollment in Kentucky's professional and graduate schools. Kentucky State University and Murray State University did not submit additional information to supplement the report on the status of the Partnership Agreement submitted to the OCR in August 2000.
4. **Campus Environment Teams.** A campus environment team addresses campus, and campus and community issues to improve the climate for minority students. Of the eight campus environment teams or other committees assigned this function, four have completed an annual report to be shared with the university president and the board of regents or trustees. The remaining four campus environment teams have not completed or submitted reports. At the time of the campus visit by the CEO and OCR, the teams at EKV, MuSV, and NKU did not fully understand their function and relationship to the president. The KSU and MoSV campus environment teams lacked proper organization and instruction regarding their purpose and duties. More than half of the campus environment teams were meeting, but not at times or locations that invited participation by the public. Meeting agendas, times, and locations were not publicized.
5. **Employment of Faculty, Staff, and President's Cabinet.** From fall 1999 to fall 2000, the number of African American faculty with tenure declined. Non-tenured faculty increased. The number of executive, administrative, and managerial staff also increased. (See attached.)
6. **OCR Commitments under the Partnership.** The OCR has invited Kentucky institutions to participate in a conference in July 2001 to discuss diversity issues, admissions, student scholarships, and strategies for implementation of partnership agreements. During the reporting period, no institutions requested technical assistance from the OCR. The OCR co-sponsored a campus diversity conference with the council in Louisville September 25-26, 2000. The OCR has completed visits to eight universities. Final reports have not been completed for three campuses.
7. **OCR Monitoring.** The first round of campus visits to universities is complete. Reports for all institutions, except UofL and NKU, were final May 7. The universities will use the reports to adjust their strategies to comply with the Partnership Agreement. The second round of campus visits (fiscal year 2001) has been postponed, with the exception of KSU, to allow time for institutions to seek

new strategies and implement recommendations from the report. The OCR and CPE will visit the campus of Kentucky State University in September 2001.

The committee will meet June 25 to begin discussing development of the next equal opportunities plan. Institutions were asked to provide additional information to the committee about implementing their commitments in The Kentucky Plan and the Partnership Agreement.

## Employment of Faculty

<b>Tenured Faculty Institution</b>	<b>African Americans</b>		<b>Total Faculty</b>		<b>% African American</b>		<b>Net Change in Number of AA</b>
	<b>Fall 1999</b>	<b>Fall 2000</b>	<b>Fall 1999</b>	<b>Fall 2000</b>	<b>Fall 1999</b>	<b>Fall 2000</b>	
Eastern Kentucky University	12	8	388	350	3.1	2.3	(4)
Morehead State University	2	3	167	173	1.2	1.7	1
Murray State University	5	4	208	197	2.4	2.0	(1)
Northern Kentucky University	7	7	225	211	3.1	3.3	-
University of Kentucky	33	36	1,143	1,131	2.9	3.2	3
University of Louisville	32	37	668	686	4.8	5.4	5
Western Kentucky University	8	9	329	315	2.4	2.9	1
Subtotal - TWI's	99	104	3,128	3,063	3.2	3.4	5
Kentucky State University	19	12	64	42	29.7	28.6	(7)
University System	118	116	3,192	3,105	3.7	3.7	(2)

<b>Non-Tenured Faculty Institution</b>	<b>African Americans</b>		<b>Total Faculty</b>		<b>% African American</b>		<b>Net Change in Number of AA</b>
	<b>Fall 1999</b>	<b>Fall 2000</b>	<b>Fall 1999</b>	<b>Fall 2000</b>	<b>Fall 1999</b>	<b>Fall 2000</b>	
Eastern Kentucky University	22	12	274	260	8.0	4.6	(10)
Morehead State University	7	6	140	134	5.0	4.5	(1)
Murray State University	8	7	175	184	4.6	3.8	(1)
Northern Kentucky University	12	12	171	206	7.0	5.8	-
University of Kentucky	29	22	597	555	4.9	4.0	(7)
University of Louisville	25	24	415	406	6.0	5.9	(1)
Western Kentucky University	20	23	207	225	9.7	10.2	3
Subtotal - TWI's	123	106	1,979	1,970	6.2	5.4	(17)
Kentucky State University	16	24	37	54	43.2	44.4	8
University System	139	130	2,016	2,024	6.9	6.4	(9)

<b>Total Faculty Institution</b>	<b>African Americans</b>		<b>Total Faculty</b>		<b>% African American</b>		<b>Net Change in Number of AA</b>
	<b>Fall 1999</b>	<b>Fall 2000</b>	<b>Fall 1999</b>	<b>Fall 2000</b>	<b>Fall 1999</b>	<b>Fall 2000</b>	
Eastern Kentucky University	34	20	662	610	5.1	3.3	(14)
Morehead State University	9	9	307	307	2.9	2.9	-
Murray State University	13	11	383	381	3.4	2.9	(2)
Northern Kentucky University	19	19	396	417	4.8	4.6	-
University of Kentucky	62	58	1,740	1,686	3.6	3.4	(4)
University of Louisville	57	61	1,083	1,092	5.3	5.6	4
Western Kentucky University	28	32	536	540	5.2	5.9	4
Subtotal - TWI's	222	210	5,107	5,033	4.3	4.2	(12)
Kentucky State University	35	36	101	96	34.7	37.5	1
University System	257	246	5,208	5,129	4.9	4.8	(11)

TWI - Traditionally White Institution

AA - African American

## Employment in Executive, Administrative, or Managerial Positions

<b>Institution</b>	<b>African Americans</b>		<b>Total</b>		<b>% African American</b>		<b>Net Change in Number of AA</b>
	<b>Fall 1999</b>	<b>Fall 2000</b>	<b>Fall 1999</b>	<b>Fall 2000</b>	<b>Fall 1999</b>	<b>Fall 2000</b>	
Eastern Kentucky University	10	10	662	610	1.51	1.64	-
Morehead State University	2	2	307	307	0.65	0.65	-
Murray State University	6	7	383	381	1.57	1.84	1
Northern Kentucky University	4	4	396	417	1.01	0.96	-
University of Kentucky	15	15	1,740	1,686	0.86	0.89	-
University of Louisville	19	23	1,083	1,092	1.75	2.11	4
Western Kentucky University	5	6	536	540	0.93	1.11	1
Subtotal TWI's	61	67	5,107	5,033	1.19	1.33	6
Kentucky State University	31	29	101	96	30.69	30.21	(2)
University System	92	96	5,208	5,129	1.77	1.87	4

TWI - Traditionally White Institution

AA - African American